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INTERIM REPORT
OF THE
STUDY GROUP FOR FERTILIZERS

NATIONAL COMMISSION ON LABOUR

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FOREWORD

The National Commission on Labour appointed the Study Group for Fertilizer Industry in its attempt to understand the changes in conditions of labour in that industry since Independence. This was one of the series of Study Groups set up for different industries. The Study Group was required to analyse available information and project its thinking on labour problems in the fertilizer industry for the years to come taking into account the possible developments in the industry.

The views expressed in the report are the views of the Study Group. In examining them for framing its final recommendations, the Commission will attach due importance to these views coming as they do from knowledgeable persons in the fertilizer industry. In the meanwhile, the report is being published by the Commission with a view to seeking comments on it from persons/institutions interested in the development of that industry.

The Commission is grateful to the Chairman and Members of the Study Group individually for completing their work within the time limit fixed for them. The Commission is also grateful to all persons/institutions who may have helped the Study Group in reaching conclusions.

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INTRODUCTORY

The National Commission on Labour appointed by the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), vide resolution No. 36/14/66-I&E dated 24th December 1966, constituted a Study Group for Fertilizer Industry by its notification No. 3 (13) 67-NCL dated 21st June 1967 as follows :

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2. According to the terms of reference, the Study Group, in regard to the subject allocated to it, is entrusted with the work of ascertaining facts from available literature on the subject, draw conclusions and suggest solutions to the

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* added vide NCL notification No. 3 (13) 67/ NCL dt. 5-10-67.

problems posed by the Group for consideration of the Commission.

3. It would be appropriate for the Study Group to confine its deliberations within the scope of the Commission's enquiry which is mainly to "review changes in the conditions of the labour since Independence and to make recommendations, inter alia, on the levels of workers' earnings, standard of living, social security, labour legislation and existing arrangements for labour intelligence and research etc." and further concretised in the questionnaire issued by the Commission. In view of the comprehensive nature of this enquiry, the National Commission on Labour felt that there was a great need for tapping the expertise available withn the country on labour problems and different industries on the various aspects of the Commission's terms of reference and hence decided to set up various Study Groups on different subjects and on different industries. The National Commission expects the Study Group to draw upon the relevant materials on the whole area of the Commission's enquiry in the concerned industry and project their thinking on labour problems in the industry in the years to come.

4. The Nitrogenous Fertilizer Industry in India was started in 1947 when a 10,000 tons unit went into production in Kerala. Thereafter a 90,000 tons Nitrogenous Unit was started in Sindri and commissioned in 1952.

5. For a number of years thereafter, no other Nitrogenous Fertilizer Unit went into production. In the 3rd Plan period, a unit at Nangal and another one at Rourkela in the public sector went into production. The unit at Udyogamandal in Kerala was also expanded during this period. The capacity at the beginning of the 3rd Plan was not substantial. At the end of the 3rd Plan period, it reached about 2,25,000 tons of Nitrogen. A number of plants were conceived during the Third Plan. Some of them have gone into production during the last two years. Some more are due to go into production in the coming years. A dynamic policy in regard to the fertilizer industry was introduced only in early 1966. As a result, a number of large-sized units using the most advanced technology are being set up. While the earlier units had a capacity ranging from 70,000 tons to 1,20,000 tons, the minimum capacity of the new plants will be 1,60,000 tons, there being a very drastic change in the technology applied. As a result, problems relating to operation and maintenance of the new plants that are

being set up are going to be very complex compared to the problems that the industry has been facing so far in the smaller plants. For example, the Nitrogen Plant at Sindri has a number of streams for Ammonia Production based on the conventional technology applied in the past. If one stream goes off, production is not completely stopped as there are other streams available. But in the new plants that are being set up at places like Cochin Durgapur, Barauni and so forth, there will be only one single stream for a capacity of 600 tons or 1,000 tons a day. The success of such units depends upon the ability of the personnel in charge of operation and maintenance to maintain the plants in continuous production as any stoppage would mean complete stoppage of production. The recruitment and training of the personnel who will be in charge of operation and maintenance of these highly sophisticated plants therefore call for a new approach than we have been accustomed to in the past.

6. In the phosphatic field however, we have a large number of single superphosphate plants. They are small in capacity compared to the large nitrogenous plants. The technology involved is simple and the economics of production are more dependent on the materials used than on the personnel employed. The present policy of the Government of India is not in favour of encouraging the establishment of single superphosphate plants. No new single superphosphate plant will therefore get established. Attention is therefore required to look after the existing ones as they can carry on for a long time with proper maintenance.

7. Phosphatic fertilizer requirements in the future will be found by the manufacture of compound fertilizers like Ammonium Phosphate, Nitrophosphate and Di-ammonium Phosphate. Straight phosphatic fertilizers like Triple Superphosphate are also contemplated. All these involve sophisticated plants very nearly comparable to nitrogenous fertilizer plants. These plants usually form part of a single complex producing nitrogenous and phosphatic fertilizers in different forms.

8. While the investment on a single superphosphate factory is in the order of 50 to 60 lacs of rupees, the total investment required for the large-sized plants now under construction and those that are projected range between Rs. 45 crores and Rs. 60 crores. The pattern and quality of management as well as the qualifications, training and

dispositions of operation and maintenance personnel in the large-sized modern plants are thus naturally different from what is required for small single superphosphate plants.

9. In dealing with the problems of the fertilizer industry, we have therefore to keep the already growing pattern of the industry rather than the influence of the problems that might have arisen in the small single superphosphate factories

10. Of the new factories that are coming up all over India, there will be at least one large-sized factory or more in every State. The raw materials used are common to almost all these factories. The technology employed as well as the products that come out will also be similar. The basic approach to this industry therefore seems to call for a certain amount of uniformity not only in regard to management policies but also in regard to the policies in the field of industrial relations, administration, administration of labour legislation and provision of amenities.

11. A list of factories in production as well as those under construction together with their installed capacity and end products are given in Annexure 'A' and a statement of capital investment together with the profit and loss position at some of the fertilizer units is enclosed as Annexure 'B'.

12. The fertilizer plants employ highly sophisticated technology. They use dangerous raw materials like Naphta. Gases involved in the process are dangerous ones like Carbon Monoxide, Sulphur Dioxide, Ammonia, Hydrogen, Oxygen etc. There are great risks involved as the processes are under high pressures and temperatures. The entire plant can be paralysed by the stoppage of work in certain critical sections, like for instance the centrifugal compressor in the Ammonia Plant.

13. Fertilizer is the most important agricultural input. Shortfall in production of fertilizer has to be made good by imports which involve wastage of foreign exchange earnings. From the national economic as well as the basic agricultural production economics point of view, fertilizer plays a very vital role. Maintenance of continuous production is therefore an important need of this industry. More so because the farmer's prices have to be kept as low as possible. Taking all these factors into account, it is necessary to ensure

(i) that the highly sophisticated and complex plants and machinery are safe,

(ii) that there is safety for the lives of the people who work in the factory, and

(iii) that the services like water supply, electricity etc., provided to the employees residing in the attached townships are uninterrupted.

14. The investment in the fertilizer industry by 1970/71 will be of the order of Rs. 750 crores. This is bound to go upto Rs. 1,500 crores by 1975/76. While the industry has been given the freedom to fix their own prices in the hope that competition will take care of the situation, it is needless to emphasise that the objective must be to ensure that the farmer gets his fertilizer at the cheapest possible price. That would be possible only under conditions of full and uninterrupted production as well as conditions of reasonable incidence of cost on account of wages and salaries.

15. All these stress the need for a uniform Central approach to the fertilizer industry instead of leaving it to the various State Governments as is the practice at present. The important thing is to bring the fertilizer industry under the Central Government in respect of disputes arising under the Industrial Disputes Act by declaring the Central Government as the appropriate Government for the fertilizer industry as a whole. It would also be necessary to notify the Chemical Fertilizer Industry as Public Utility Service by a Central legislation rather than leaving it to the States.

EMPLOYMENT

16. The Chemical Fertilizer plants are very sophisticated and highly technical requiring highly skilled and semi-skilled personnel to man them. The processes in the industry being highly mechanised/automated involving specialised scientific knowledge, only properly trained personnel can be put on the job in a fertilizer complex. Majority of the persons employed in the Chemical Fertilizer plants are educated persons. Those with the background of Science (such as Physics, Chemistry and Mathematics) are preferred for employment on process and maintenance work. The Chemical Fertilizer industry as such is a recent growth and there is general dearth of technical personnel in this industry also. In huge fertilizer factories at the construction stage, a number of unskilled workers get employed without much screening or assessment of their capabilities. When the factory goes into production, these personnel get appointed on a regular basis on job for which they may not be equipped. This has been inevitable in the past more on account of local political considerations than anything else. Such persons in course of time become qualified to do

the job only in a particular section with which they have been associated. Because of their lack of academic qualification, their theoretical knowledge is practically 'nil' and on this count they can neither be given any higher assignment nor shifted to any other section of the plant. Such persons on a stagnated pay or grade become the root of industrial discontentment and unrest. It becomes therefore imperative that the persons to be engaged in a fertilizer complex should be adequately educated having proper academic background and should have basic training in fertilizer manufacturing processes.

17. Just like any other category of technical personnel, there is a general dearth of well trained operators and technicians for employment in a fertilizer unit. With quick and extensive growth of chemical fertilizer units all over the country, the need for such trained and experienced hands will be all the more. Commensurate with the pace with which fertilizer factories will be established in the country, the training programme to equip these factories with technical personnel to man them should also be properly planned. The existing vocational guidance and technical training schemes in the form of ITI etc. have been found to be inadequate to provide suitable personnel to man the fertilizer units. This general dearth of trained and experienced personnel has necessitated the organization and conduct of systematic training courses by the various fertilizer units themselves. Whenever new units are started, they attract trained and experienced personnel from the older units leaving gaps to be filled up by new trained persons. To overcome these difficulties, most of the larger units in the fertilizer industry have started their own training centres as a part of their establishments. The FCI Ltd. which is the largest public sector organization in fertilizer industry has a Central Training Organization at Sindri where there is a regular programme of training Trade Apprentices from amongst the young students between the age group of 17 to 20 who have passed the Matriculation or High School examination, Chargemen Trainees amongst Science Graduates, and Graduate Apprentices from amongst the Engineering and Science Graduates to man various positions at different levels. Each unit of FCI is also now establishing its own training centre. Similar training facilities are provided by FACT, Gujarat State Fertilizer Co., etc. The processes in the fertilizer industry being highly mechanised/automated involving specialised scientific knowledge, no person who is not properly trained could be put on a job in a fertilizer comp-

lex. In other words, the system of "on-the-job training" can be encouraged in a fertilizer unit only after a person has had adequate basic training. It is imperative to give initial training before putting a person on the job. To keep the scientific and technological knowledge of the personnel up-to-date and well groomed, there is a need to have further refresher course and in-plant training(training in the industry) in all well organised public and private sector undertakings. There should be well organised training facilities and yearly programmes should be fixed, fixing the number of persons to be trained in the lower categories so that the needs of the industry would be met well in time. This would help fill the gap created by the new units drawing upon the experienced and already trained personnel from the already established units.

18. The real objective of training is to produce more efficient people in the organization. Therefore the workers who are selected for training should be those who are willing and able to learn and those who are going to benefit from the training activities. The trainee should have a high degree of intelligence, motivation, administrative ability and sense of cooperation with fellow workmen. Thus the employment problem in the fertilizer industry is more difficult compared to many other industries in our country. The training programmes of a unit must therefore take care of (i) training of direct recruits, (ii) in-plant training as well as theoretical training to enable the existing personnel to develop themselves for higher positions and responsibilities on the basis of their passing the prescribed tests and (iii) opportunities for the training of personnel rendered surplus due to obsolescence of processes of plant so that the surplus can be properly rehabilitated. The rapid development of technology in the fertilizer industry has necessitated well planned training facilities for workers to be employed in the industry.

19. In the context of the need for training of workers for their suitability in an industry, the deliberations of the Study Group on Management in the Draft Fourth Plan under the auspices of the Government of India are worth noting. On workers' education, the said Study Group has observed as follows :

> "......As far as the education and training of workers was concerned, it was felt that there was a need to increase their skills particularly in the various trades. Skilled workmen in industry come either by promotion from the unskilled levels or by recruitment of workmen

who have acquired these skills before employment. It was felt that all large units should provide training opportunities for workmen who have ambition to improve their skills in order to be able to earn promotion. But for the large number of relatively small companies where such facilities are not likely to be provided, it was felt that conveniently located training centres to give training in various trades was a necessity. Such centres should be well equipped. They should provide pre-employment training during the day working hours for those who wish to equip themselves with such training before entering industry. They should also provide training facilities for unskilled workmen who are employed in industry and who would like to utilise their spare time in order to improve their skills. At the level of workers also, it was felt that any attempt to improve their general education would improve their capacity to imbibe training and therefore would reinforce any specific training effort that is undertaken for them. It was considered desirable to elicit the cooperation of universities for this purpose.

When new machines or rationalisation is introduced, it is very important for existing workmen to be trained for the purpose and thus avoid redundancy. Also, retraining programmes should be organized to avoid redundancy arising out of new methods. This problem of redundancy could further be avoided by careful perspective planning of new techniques to be introduced in an enterprise and careful designing in advance of the type and content of training that would be necessary to match the skills of employees to the new methods and techniques.

It was also suggested that particularly in the public sector, worker participation in management should be facilitated by arranging suitable worker education."

20. The following would be the normal period of training required for the personnel with certain academic background :

1. S.S.L.C. or equivalent	3 years' training for posts of Artisans, Fitters, Welders, Electricians and Mechanics.
2. ITI trained boys	2 years' training

3. Graduates in Physics and Chemistry : 18 months' training to make them qualified as Operators, Instrument Craftsmen and Laboratory personnel.

4. Diploma in Engineering--Chemical, Mechanical, Electrical, Civil, Automobile etc. : 18 months' training to hold supervisory positions like Chargeman, Chargehand, Assistant Foreman etc.

5. Engineers (University Degree) : 9 months' training in basic affairs and 15 months' on-the-job observations during which period they are made Designers, Construction Engineers, Operation Engineers, Maintenance Engineers etc.

21. **Training in Personnel Management :** The smooth flow of industrial relations in an industrial establishment is influenced to a great extent by the competency and imagination with which the Personnel Department handles the problems that arise day to day. The Personnel Management has therefore become a specialised profession. The importance of Personnel Management has not been recognised to the extent necessary in the past. There is no doubt a growing realisation on the part of employers that Personnel Managers should be found from amongst persons who have the requisite training and experience. Considering the nature of the problems in fertilizer industry and taking into account the weakness in the Personnel Management functions in several undertakings, it is felt that special attention should be given for getting persons who man the Personnel Department trained for their tasks through the facilities provided by the various institutions of Personnel Management.

PROMOTION

22. Combined with the problem of recruitment of trained workers is the question of promotional avenues for workers and proper manning of supervisory positions in this industry. With the starting of new fertilizer factories, the aspirations of trained and experienced personnel to secure higher posts in new undertakings have naturally risen. But the raw workers who are initially recruited without proper training cannot be put in responsible positions unless they are emi-

nently suited for such jobs ; at the same time their legitimate claims cannot also be ignored. A via media can be found out by which a certain percentage of higher posts can be set apart for promotion from the lower ranks and the rest of them filled by direct outside recruitment from among persons having the highest job requirements possible. This would envisage adequate opportunities for training and promotion on the basis of appropriate and satisfactory tests which should satisfy the minimum requirements of the job. Upto the level of Foreman, the posts should be filled up by internal promotion as far as possible from the lower cadres so that even at supervisory level persons who hold such positions should be able to know all the techniques and have a thorough practical experience of all the processes. However, as there is also a necessity to usher in fresh blood coming from the various institutions who have secured general knowledge of the various technologies involved in fertilizer production, a certain percentage of posts of supervisory categories would have to be kept open for well qualified technical personnel by direct recruitment.

23. For giving promotions, a well-laid procedure should be evolved which would give adequate scope to meritorious persons especially in the supervisory cadre of Foreman and above. Though emphasis for promotion should be more on the merit, seniority has also to be given due consideration. Where promotions are to be based mainly on merit, a proper well-laid merit-rating system for periodical assessment of merits and job performance needs to be evolved. The merit should cover, in addition to know-how and the actual job performance, the ability to supervise and good leadership. These things do not depend merely on seniority. In some organisations, a system of monthly or quarterly merit-rating system of all the persons on the job is introduced so that there is a regular procedure of assessment of a worker's capabilities. In order to assess suitability for promotion, proper assessment tests and merit rating should be done and criteria for such merit rating and tests should be laid down in consultation with the workers' representatives or their unions.

24. The turn-over of labour in this industry which is growing has not been very alarming though the tendency to seek better employment and jobs of higher status with the experience gained in earlier unit is quite natural. This may perhaps be due to the fact that the worker finds more oppor-

tunities for his betterment in the same undertaking where he has started. Most of the employees are taken on regular jobs and very few are employed as contractors' labour. Except in the sections like bagging and material handling where work is deemed to be of an intermittent nature, contract labour is not employed in this industry and majority of workers in the industry belong either to skilled or semi-skilled category.

WAGES AND INCENTIVE PAYMENTS

25. The question of wages is common to all industries and there is no peculiar problem in this respect which needs any special attention of this Study Group besides what the Wage Board established for this industry by the Central Government is doing. The guiding principles of wage determination can however be briefly laid down as follows :

(1) Equal pay for equal work in a given undertaking.

(2) Attracting good, intelligent and desirable employees by paying wages equal to or above the average rates for similar services in a given locality.

(3) Payment of higher wages for specialised occupation.

(4) Avoiding to pay excessive rates of wages.

(5) By means of good wage structure, qualified workers within each occupation should be encouraged to advance to higher groups of work as opportunities occur.

(6) Individual worker should be compensated according to his merit.

26. Wage determination should mainly be based on three main factors viz., (1) Job description, (2) Job evaluation and (3) Policy determination.

27. A statement of wage structure in some units in the Fertilizer industry is attached at Annexure 'C'.

28. The information received from the major fertilizer producers of U.S.A. and U.K. indicates that the total wages including the fringe benefits granted to the employees amounts to a percentage of 9.5 to 9.9 of the gross sales value of the products. It would be a reasonable norm for adoption in the fertilizer industry in the country if it is laid down that the total wages and benefits payable to the workers and charged to the manufacturing costs of the products should be of the order of 10 per cent of gross sales value in respect of modern large-sized fertilizer plants.

29. The question of Incentive Payment needs however a special attention. The Fertilizer industry is so much wedded to agricultural products which ultimately means sufficient food for everybody.. that the sufficiency in food would largely depend on sufficiency in fertilizers Hence more and more incentive to produce more and more fertilizers. In the present developing economy of our country, the need to produce more of everything need not be re-emphasised. So also the need to produce more fertilizers. The workers. therefore, must be encouraged and induced to give more and more production. This is generally achieved in various industries by means of incentive schemes. In many fertilizer units, such schemes have been successfully introduced. The two-fold advantages, namely. more wages to the workers and more production for the country and the consumers are obvious.

30. The requirements and actual production of fertilizers during the year 1966-67 were as under :

	Requirement	**Production**
Nitrogenous fertilizers	1,000,000	308,000 tonnes 'N'
Phosphatic fertilizers	370,000	144,893 tonnes of 'P205'

31. Unlike the engineering industry, production in a fertilizer industry which is based on continuous process is dependent on the joint efforts of a number of groups of persons. Personnel employed directly on production and maintenance as well as those employed in raw materials movements as well as handling of finished products contribute jointly towards attaining targets of production. Incentive Schemes can therefore be conceived in a fertilizer industry only on the basis of grouping of total performance and not on the basis of individual performance. The saleable product is the end-product. Assessment of production for the purposes of prescribing norms and incentive slabs should be the end-product and not any intermediary stage of production like Ammonia, Sulphuric acid or Phosphoric acid.

32. The next important thing to be kept in mind is the timing of the decision to introduce an incentive scheme. Once a worker starts getting the benefit of an incentive scheme, he gets accustomed to the additional income based on which he replans his way of life and living. If due to circumstances beyond the control of the management, production has to be curtailed, resulting in the withdrawal of the incentive wages, an imbalance in the workers' life will

set in resulting in continuous spirit of discontentment and industrial disputes. This must be avoided at all costs. This can be done if the workers' representatives and the management sit together to decide upon the most appropriate time to start such a scheme. They should take into account the major factors which affect production and should get satisfied that these factors are not likely to be changed over a long period of time. In other words, if there are uncertainties of getting adequate flow of raw materials or power on regular basis in future, it will not be desirable to introduce an incentive scheme. There should be reasonable assurance of availability of raw materials, power and other facilities before any incentive scheme is introduced. While incentive schemes are very necessary and vital to get good productivity and thereby profitability to the management and increased earnings to the workers, introduction of such schemes should be done only after satisfying oneself of the continued availability of the major factors that affect production. At any rate, the area of introduction should not be on the basis of individuals but only on total factory basis. Incentive schemes should be fool-proof lest they become the bone of contention and sow the seeds of discontent. An incentive scheme should be based on the ultimate product. For instance, if the rated capacity of a fertilizer plant is 100,000 tons and if the incentive scheme is applied for production of 80 to 85 per cent of the rated capacity, this target can be achieved only if the supply of Ammonia is adequate. The Ammonia produced by the sister plant required for achieving the target may not reach the subsequent process in full quantity. A certain percentage is wasted through leakage etc., due to defective operation. Since the revenue accrues only from the ultimate end and saleable product, it would be inappropriate to provide incentive scheme based on individual groupings or plants producing intermediate products.

33. There have been instances where in a particular undertaking where an incentive scheme was introduced, the workers started availing it to the fullest extent. Within a short time the Company had sufficient stocks of products for sale, but the orders were not forthcoming. The company had to withdraw the scheme and curtail the production. The workers thereupon faced a reduction in their regular earnings which resulted in an unrest. In order to avoid such contingencies, it is always prudent to negotiate

with the workers' representatives any such scheme which vitally affects them and chalk out a programme of gradually stepping up the production through the incentive scheme so that the management can also get ample time to explore the new avenues for marketing the products thus produced. The incentive schemes should find place in a stable and expanding state of industry and must be encouraged as a means to improve productivity of a unit as also improvement of workers' earnings through such efforts. The question of coverage of workers under the scheme has to be properly thought out. If coverage is not full in any unit but is restricted only to direct production workers, it sets off a chain reaction amongst others in left out categories or departments where they either begin to non-cooperate or act in a manner prejudicial to the production efficiencies. The following extracts from the replies given by the Indian Chemical Manufacturers' Association to the Central Wage Board set up for Heavy Chemicals and Fertilizer Industry would be worth noting as an expertise opinion on the subject of incentive payment scheme.

> "......The overall objective of any incentive scheme should be to improve production-cum-productivity of the unit as a whole. The basic idea for a limited coverage in any given unit could well be explained by the need to remove a bottleneck in any given area or section of the integrated operations, or else, it would result in the relative line of production being held up due to this bottleneck. To the extent that these schemes perform this function and thus keep the overall operations at the desired level of production-cum-productivity, they have a significant role to play. It will therefore be clear that in such areas there is a possibility of the wage levels including incentives moving higher than in any other areas of the same unit where no such incentives apply. It is observed that occasionally this mere fact of restricted incentive practice becomes a matter of dispute with the other workers who do not enjoy the benefits of incentive payments. Of late, the organized workers' groups do insist as a matter of collective bargaining, on introduction of overall incentive schemes, which generally tend to increase the earnings of the workers. The Fourth Five Year Plan has definitely indicated in the Chapter on Labour Policy that the wage packet must be composed of three com-

ponents, namely, basic wage, dearness allowance and incentive allowance based on production-cum-productivity achievements......"

34. A list of some of the factories which have introduced Incentive Scheme is attached at Annexure 'L'.

CONDITIONS OF WORK

35. Organizations of labour have sprung out of hardships of the working class in the working conditions of an industry. The hardships of industrial workers relate to many matters such as (1) bad working conditions, (2) too long working hours, (3) inadequate wage, (4) absence of essential amenities such as drinking water, urinals, dining hall etc. There have been now statutory provisions to take care of all these factors and the factory life of a worker has ceased to be as hazardous as it used to be a quarter of a century ago. Still, the working conditions in a chemical or chemical fertilizer factory need to be maintained with special attention to the health of the workers working in such factories.

36. The working conditions in this industry have necessarily to be congenial to the health of the workers and they should be devoid of health hazards. Workers in a chemical fertilizer plant are always open to risk and hazards of health where there is a constant exposure to dust in phosphatic plants and gases emanating from acids and products like ammonia, suplhuric acid etc. In chemical plants, the conditions of work require adequate safety precautions. Therefore, minimum conditions of safety must be satisfied before a plant is commissioned. In fact, it would not be too much to expect that no new factories in the chemical industry in general and fertilizer industry in particular should be allowed to be opened or commissioned unless the authorities concerned are all satisfied fully about the safety measures adopted and proper conditions of work from the point of view of elimination of health hazards are assured and made available.

37. Causes of accidents could be attributed to several factors such as unsafe physical conditions, unsafe acts, anxieties arising out of conditions of living etc., which in turn result because of improperly guarded machines, defective machines, hazardous arrangements and procedures, lack of sufficient skill or knowledge, wrong attitude towards job requirement and personal safety. A large number of accidents can be avoided by taking good precautions against fire and earmarking "no smoking" areas, good house-keeping, proper

working clothes, personal protective equipments etc. A work place generally can be made safer by training a worker in safety measures. Safety education should be imparted through posters, films, slides, talks, exhibitions etc.

38. In a chemical factory like the Chemical Fertilizer, the need to give due regard to health and work of the personnel engaged in the chemical processes is all the more and it is primarily the responsibility of the management to initially make the workplace as safe as possible from occupational hazards. In one of the draft resolutions of the WHO/ILO Conference on Industrial and Occupational Health in South East Asian Region, held in Calcutta in 1958, it has been stated that management and supervisors should be given some orientation towards occupational health.

39. While a worker can protect himself by overcoming weakness within him by means of proper education and training, he should also be made free from other hazards outside him. He has to be guarded from occupational hazards arising out of chemicals like poisonous acids, alkalies, solvents, poisonous dusts and fumes etc. The environmental hygiene which is involved in such hazards has to be of the best standard in a chemical factory. Timely detection and location of hazards to health and safety in any part of the factory and controlling them is the best and the safest way of ensuring industrial safety. The usual control measures would consist of replacing a dangerous material or method by harmless or less dangerous, totally enclosing a dangerous process so that the workers may not be exposed to it, removing away from the breathing level of workers, poisonous dusts, fumes, gases etc., by means of suitable type of an exhaust system, isolating a dangerous process so that as small a number of workers as possible may be exposed to the danger, etc.

40. The Industrial Committee on Chemical Industry in its session held in March 1966 also dwelt upon the subject of health precautions, toxic exposures in chemical industry and measures for protecting the health of workers engaged in the manufacture and use of hazardous intermediates. Some of the recommendations of this Committee are as follows :

(i) Joint Committee on Industrial Safety and Hygiene should be set at the unit level to deal with matters relating to safety and health of the workers.

(ii) There is a need to promote safety consciousness and to organise a suitable educational programme for the purpose.

(iii) A Code on Safety and Health suited to the Indian conditions on the pattern of the Hand Book on Safety brought out by the British Chemical Manufacturers' Association might be evolved.

(iv) Appointment of Medical Inspectors and Chemical Inspectors of Factories to supervise and ensure compliance with safety provisions in chemical factories and giving them laboratory facilities for carrying out analytical work.

(v) Complete information about the hazards, protective equipment and the emergency medical treatment that might be necessary should be compiled and translated into regional languages for being made available to the workers for their guidance.

(vi) In cases of installation of new plants, complete information regarding the possible effect on safety and health of the operatives of the new processes should be obtained beforehand so that these are taken into account during the designing and installation of the plant.

(vii) Efforts should be made to manufacture simple indigenous protective equipment within the country. Where suitable indigenous material was not available, assistance should be given to import equipment essential for protecting the workers.

41. All these apply with equal force to Chemical Fertilizer industry.

42. Another aspect relating to working conditions which needs mention here is in regard to working hours.

The majority of the workers in this industry are working on continuous processes. Therefore there is a three shift rota system prevailing in this industry. Since continuous and prolonged working in night shifts is apparently unhealthy from the workers' point of view, it is more hazardous to get exposed to unnatural atmosphere full of gases, acids, dusts and fumes over a long number of hours in night shifts. It is therefore necessary to give workers change of shifts especially in night shifts with short periods. A weekly changeover of shifts would therefore be ideal in the present set-up.

43. A statement of conditions of work and fringe benefits obtaining in some units in the Fertilizer industry is attached at Annexure 'E'.

AMENITIES

44. It has been seen above that the conditions of work in a phosphatic fertilizer industry have to be very much congenial from the health and safety point of workers working in this industry. Looking to the nature of work and exposure to occupational hazards in this industry, welfare measures and amenities for the workers need to be provided on a much bigger scale so as to make the worker work with a free mind and with a feeling of oneness with the management. This envisages planning of welfare schemes not only for himself but also for his dependents.

45., **Industrial Health Scheme :** Management's special responsibilities for the amelioration of workers and their dependents in an industry where there is a continuous hazard to life or work in the form of poisonous gases, acids, dusts, fumes etc., cannot be denied. A well-equipped Industrial Health Scheme, not only for fertilizer industry but for other chemical industries, petro-chemical industry, oil refining industry for treatment of occupational diseases is very important from the industry's point of view. The existence of such a scheme on a large scale would not deter employment seekers from taking up jobs in such industries. The needs of the worker are of two types—one is the needs of the body like food, shelter and clothing and the other is that of human feelings like a sense of security, a sense of belonging, the need of recognition and respect for self. Both these needs of the worker must be fulfilled. The social and economic uplift of our country is sought through industrialization. But side by side with the growth of industries, the regard for human values, the respect for the health of the workers is also important. As one author has put it, "his welfare depends on training him to use self-help and hard work as water and manure to prepare a fertile soil for his seeds of growth to thrive and to control his seeds of decay... Such a training is given through planned programme of industrial health and safety. This is considered as a constructive welfare of a very high order. It helps employees to increase their earning capacity, shows managements better ways of getting the best out of the labour of men, leads trade unions towards their goal of improving the living standard of the labouring class and ensures progress of industry..." Just as every factory has necessarily its maintenance department to repair breakdowns of machines, tools, equipment and buildings and for their prevention by oiling of machines as necessary and by making periodic checks to detect in time coming break-down through wear and tear, it should have an Industrial Health Scheme to preserve the health of its workers. In-plant health service is necessary to prevent break-down of human health in the industry. The activities of our Industrial Health Scheme are many-sided. It should aim at "improving the well-being of the well rather than of curing disease through patch-work repair". Such activities consist of medical aid, environmental hygiene to create a climate of work which will not easily ruffle anybody's feelings and research activities.

46. **Family Pension Scheme :** This industry being one using quite explosive materials, there is always risk of life or major accidents involved and the employee should have a feeling that in such probable contingencies, his family is secured and they will not be thrown in the streets and the management's assistance to certain extent is assured. Family Pension Schemes go a long way to bring such a feeling of security and sense of belonging to the worker and he would be prepared to undertake any risk in the interest of work and better production. Such a scheme which ensures a worker's dependents a regular pension in the event of his untimely death while in service or due to accidents will boost the morale of the workers. Unfortunately, not many undertakings in this industry have adopted this welfare measure. This may be due to financial incapacity of the company or shortsightedness on the part of the management. But, security to oneself and one's family being the prime consideration in a man's life, a good social security scheme like this for the employees would certainly pay good dividend in the long run in the form of continued production which is the need of the day.

47. **Gratuity Scheme :** Many concerns have framed Gratuity Schemes voluntarily or through adjudicators' awards. This again is another social security scheme, much needed to reward a loyal worker who has served an employer over long years of service. The trend of adjudicators now-a-days is to recognise the service of ten to fifteen years and above for eligibility to Gratuity in the event of a worker resigning his job. Such a Scheme ensures a long loyal service of an experienced and trained worker which ultimately helps good production.

48. **Provident Fund :** The Employees' Provident Fund Act makes it compulsory to introduce contributory Provident

Fund Scheme for the workers and it is needless to stress its importance now. This is one of the major social security schemes provided for factory workers in the early post-Independence period.

49. **Employees' State Insurance Scheme :** This replaces the Workmen's Compensation Act in the area where the Scheme is introduced. The Scheme has its many advantages over the Workmen's Compensation Act. It covers not only accidents but gives sickness benefits not only to workers but to their family members also to some extent in some places. The Scheme also covers even family pension scheme in case of death of an employee while in service. For a nominal charge by way of monthly contribution, an employee is insured against accident, sickness, death etc. The employer is also charged quite substantially for insurance of his employee under this Scheme.

50. With the best of its intentions and beneficial provisions, the Employees' State Insurance Scheme has not been as popular as it was intended to be. The reasons for its unpopularity with the employees is the delays caused in securing the benefits and lack of personal attention and absence of social-service sense on the part of many of those in charge of its implementation including the panel doctors. There are instances where employees of certain undertakings have declined to be covered under the Employees' State Insurance Scheme. Along with the uses, the Scheme is also abused in many respects. The ESI Scheme was originally introduced primarily for the benefit of workers for whom a systematic medical scheme was not available and despite the hazardous occupations carried out by them they could not get proper medical attention nor could they afford to spend money required for medical treatment. Like any other industry, the fertilizer industry is also affected by the abuses of the Scheme like absenteeism due to 'so-called sickness' etc. The percentage of absenteeism in some of the fertilizer units during the year 1965 is given below :

1.	FACT Alwaye	...	13.4%
2.	EID–PARRY		
	(i) Tadepalli	...	13.3%
	(ii) Ranipet	...	15.0%
3.	Alembic Chemicals	...	6.0%
4.	FCI (Trombay)	...	8.0%
5.	DCM Chemicals	...	11.5%
6.	Atul Products, Bulsar	...	11.8%

The effects of sudden absence of a good number of continuous process workers in a fertilizer plant are well known. It results in the earlier shift worker working overtime with overstrain and in that state even the slightest negligence would cause considerable damage to the workers' health and safety, and also loss of production. The benefits available under ESI Act do not offer any preventive treatment or measures. In a chemical fertilizer industry, what is most needed is a Scheme which would offer neat practical medical help to the employees. Many of the Fertilizer Units of a large size are having their own medical benefit rules which give employees substantial medical treatment and reimbursement of the costs of specialised medical consultation and treatment.

51. It is therefore necessary that Government should be liberal in granting exemption to such of the factories which have adequate medical facilities made available to their workers. Some of the Fertilizer Units have got well equipped hospitals for their employees and some of them would set up new hospitals if Government granted exemption from ESI Act. On the other hand, Government should encourage building up individual medical facilities independently. A scheme to offer practical medical assistance including preventive remedy would improve the general standard of life of workers, reduce absenteeism, and it will also reduce obstacles in the normal operation of plants and will give more satisfaction to the worker and his family because he will have a direct say in the service that he gets. The Government can have control over the functioning of the in-plant health schemes and a Committee to supervise the administration of the scheme with the Director-General of Health Services and Central Labour Commissioner as its members can be appointed. The ESI was conceived to meet the needs of workers belonging to small or middle-sized industries or factories which are scattered and could not afford to set up such health insurance schemes of their own. The ESI Scheme was not intended for large-sized factories like those in the Fertilizer industry and even after their coverage, the scheme would cover only those who are in certain pay ranges and emoluments. There would still be a large number of persons in higher pay ranges who would not be covered by the Scheme. For such persons, the fertilizer units would continue to spend money on medical benefits. Even the definition of the emoluments

under the ESI Scheme is such that its coverage would sometimes vary from month to month with the result that a person who is covered by the ESI Scheme in one month may not be covered in the next month or another month on account of increased wage earnings due to overtime wages etc. in the particular month. For all these reasons. the coverage under ESI Act should be more flexible so that the benefits accruing to the workers under the Scheme are uniform and un-interrupted.

52. The Study Group is of the opinion that the ESI should be taken out of the State Government's control and directly administered by the Corporation through its own cadre of Medical Officers.

53. **Canteen :** Providing a suitable canteen for factories has become a statutory obligation under the Factories Act. It is a much needed primary facility to be provided to workers in a complex fertilizer plant. Wholesome food is the essential requirement of a manual worker. The canteen should be so run that it is able to serve at least one balanced diet to the workers. There are divergent views on how to run the canteen—whether departmentally or through a contractor. This has to be left to the best judgement of the individual management. There are concerns which run their canteens through their workers' cooperatives. This should be ideal way of service for it is the only way where it can be managed by the workers and for the workers. All that is needed in such schemes is "service before self". The stuff to be served in an industrial canteen should be significant and it should be seen that a balanced diet with a minimum specified standard is provided at a minimum price so that even the lowest paid worker in a canteen should afford to have a balanced diet which is a real insurance against any under-nourishment and diseases arising therefrom. For this purpose, subsidised food is very essential. The importance of a well-run canteen in a chemical plant like the fertilizer complex is much more.

54. **Uniforms and Footwear :** Many of the nitrogenous and phosphatic fertilizer factories are in the forefront in providing uniforms and footwear to most of its technical personnel who have to work in dust, fumes, gases and acidic conditions. These provisions are besides the protective clothing that is required to be given statutorily and as safety precautions. Normally, three sets of uniforms,

consisting of bush-shirt and pant, along with a pair of shoes or hunter-boots annually, would be quite an adequate provision for a worker. In some cases, gum-boots are also provided when certain workers have to work in damp, moist and slurry conditions.

55. **Housing :** Many of the fertilizer units which are established in far and remote places have made adequate provisions for housing of their employees. Especially in public sector undertakings which constitute the major number of fertilizer projects, managements have provided housing facilities to as much as 70 to 80 per cent of their employees. The houses have been constructed of different types according to the pay ranges of employees. In fact, this is one of the major attractions for employment in a public sector undertaking in this industry especially in and around big cities like Bombay, Madras etc. Provision of housing near the place of work should increase efficiency in work. Much of the workers' time, money and energy is saved which can be utilised for more concentration on his work which is conducive to higher production. All these, however, have been done at great cost, which is reflected in the prices of the fertilizer products. In a civilised community, provision of housing accommodation is a part of infra-structure, which is generally provided out of public finances. As the locations of most of the fertilizer industry are away from developed townships, the investors have been compelled to spend substantial sums of money for building townships to accommodate their employees. It is time that this approach towards construction of townships is changed. It is no doubt necessary that there should be adequate housing for industrial workers and managers, but such houses should form part of an organization or institution different from the manufacturing unit. This can be achieved with Government cooperation by introducing a system on the following lines:

(a) Any enterprise—be it in the public or private sector—which has proposed to set up township for its employees, prepares a detailed project and submits it to the appropriate Government for approval.

(b) Once the scheme is approved by Government, a township authority is constituted and the money required for the construction of the township made available to it in the form of a long-term loan at a low rate of interest, say 4 to 4½% per annum by

Government through institutions like LIC or, for that matter, a Housing Finance Corporation which has to be started for this purpose by Government.

(c) If this is done, the township administration will function as an independent organization responsible for the construction and maintenance of the township, collection of rent, remittance of interest and return of principal in due course of time. The total amount invested on the township will not be then a burden on the manufacturing unit and getting reflected in the ultimate price of the product. This will also help the units which have already spent large sums of money for building townships to show better performance in terms of financial returns.

56. **Educational facilities :** Though education is again a State subject, minimum educational facilities suited to the area must be provided by the management and for those organizations which would be having more than one unit under their control, considering the fact that a number of their people are transferable to anywhere in India in the interest of the industry, it is necessary that there should be at least one School following the Central Government School system. This again could form part of the township if the principle mentioned in para (55) above is accepted. This is because in some units, the skill required and available for the operation and maintenance of fertilizer industry would be interchangeable and trained and skilled workers of fertilizer units will find a better and advanced future only in another fertilizer factory. With the growing need for more and more chemical fertilizer factories, the worker and his family will have to move from unit to unit in localities and regions having different linguistic complexion. Hence the need for provision of at least one school with uniform educational facilities for the children of such workers who are selected on an All-India basis. This measure will free a worker from the worries of schooling of his children due to change of place.

57. **Transport** : Some of the units in this industry have made adequate provisions by providing transport at subsidised rates for their workers from their homes to the place of work. But in a big fertilizer complex, the magnitude of this problem is bigger, because to serve a large number of workers, a big fleet of buses has to be maintained by the

management which again becomes a spe~~cialised job~~ by itself. Units which are adequately served by public transport need not have any subsidised transport and the management should undertake such facility till such time as public transport facilities are available. The necessity of such facilities would arise in the case of projects which are in a remote place. These facilities are looked upon by the employees as a compulsory provision notwithstanding the fact that with the growth of the area, better transport facilities are provided by the Government or the Municipal authorities. Many of the public sector undertakings in this industry have a scheme of giving bicycle advances to their employees which provides an easy and very economical mode of transport for short distance between five to one mile of distance of work place. Workers will have to be encouraged to cooperate with management to save such infructuous expenditure.

58. **Cooperative Stores and Fair Price Shops :** Establishment of Workers' Cooperative Stores and Fair Price Shops is another area which would bring good relief to a low-paid and middle income group of workers in the present high cost of living and rising prices. Most of the fertilizer factories are having these facilities and managements have been encouraging them without any reservations. As far as possible, all such schemes which are meant for the workers should be allowed to be run by the workers themselves with proper supervision and minimum control by the management. At the same time, it should be emphasised that the management should show a positive interest in the development of this facility. Assistance in the nature of loans, recoveries of dues through pay-rolls on easy instalments and so forth, in addition to the provision of accommodation, electricity and other requirements of the Cooperative Society and Stores should be a normal feature in any enterprise.

59. **Recreation :** A hard day's work with full 8 hours of toil needs rest and relaxation to a tired mind and body of a worker. Welfare Centres and Workers' Recreation Clubs do well to serve this purpose. Quite a few of the fertilizer factories which have got their own workers' townships near about their work places have been provided with welfare centres and recreation clubs for their workers. Indoor and outdoor games are organized by these clubs and recreation centres. They also run libraries for the educa-

tional and cultural advancement of the workers. These are the fundamental needs to keep body and mind of a man in good trim. At these centres, film shows on different topics can be arranged to educate workers on various subjects. Annual sports, festivals and excursions can be arranged through such organizations and timely diversion of mind from the routine work which otherwise would tend to be monotonous, can be achieved. Such welfare activities have a creative value of bringing in refreshing mind and soul which would ultimately increase efficiency and productivity. The management should therefore pay a special attention for providing adequate facilities in this regard.

INDUSTRIAL RELATIONS AND LABOUR LAWS

60. The two basic factors on which our present labour laws in the country are based are (i) working conditions of workers and (ii) human relations. The laws like the Factories Act, Workmen's Compensation Act, Boiler and Smoke Nuisances Act, Employees' State Insurance Act, Mines Act, Minimum Wages Act and the like aim at creating good working conditions for labour. The acts like the Industrial Disputes Act, Indian Trade Unions Act, Industrial Employment (Standing Orders) Act etc. govern the relationship between employer and employees. The statutory provisions have undergone changes according to the needs of the time and the experience gained so far. Though there is no denying the fact that many of these regulations have stood the test of time, industrial disputes have not abated since the passing of the various Acts. Just as the illegal strikes have not disappeared, improper discharge and dismissal of employees have also not stopped.

61. Most important is that the definitions of "worker", "workmen", "employees" in various Acts not being common, the coverage of employees under these laws is not uniform. It is therefore necessary that for the purposes of all labour laws, there should be uniformity in the definitions of employees or workmen in different Acts. Again, one subject is dealt with in different ways in more than one legislation. For example, the question of payment of wages, periodicity and mode of payment etc., is dealt with under the Payment of Wages Act, but a subject like payment of overtime wages is dealt with in different manner and at different rates in different statutes. The Factories Act prescribes the rate for payment of overtime wages at twice the ordinary rate while

the Shops and Establishments Act passed by a State prescribes the rate at one and a half times the ordinary rate. Again, the Minimum Wages Act also deals with the subject and prescribes its own rates. Such duplication and overlapping of laws should be avoided. For this purpose, it may be worth considering whether one law can deal with one subject only. The Payment of Wages Act should cover all sorts of payment which can be termed as wages, and for this purpose, definition of wages should again be uniform. Similarly, statutes like the Workmen's Compensation Act or the Employees' State Insurance Act should cover all matters pertaining to sickness, sick leave, occupational diseases, accidents, compensation, Family Pension Scheme etc.

62. Fertilizer industry being a major industry of very great national importance, it is necessary to have one Central control over it in respect of labour legislation also. The present position is that there is a dual control by the respective State Governments as well as the Central Government. For the purpose of Industrial Disputes Act, the appropriate Government is the State Government while for the purposes of Industrial Employment (Standing Orders) Act the appropriate Government is the Central Government. Such a dual system harms the interests of the industry as a whole. This also results in different policies being followed in different States so far as labour matters are concerned. This is more detrimental in the case of an organisation having different branches or units in different parts of the country. There should, therefore, be a single control.

63. In the past, the Union Government have been reluctant to take over its functioning from the State Governments on the ground that it may be resented by the State Governments. One of the arguments put in is that the State Governments may not like to have the Central Government excercise its influence within the former's jurisdiction. Particularly so in States where there are non-Congress Governments. It is needless to emphasise that it is when there are different types of Governments in different States, that the need for uniformity of approach with the Central control is all the more necessary for a vital industry like the fertilizers. During the last 3 years, almost every fertilizer enterprise has had major problems in industrial relations resulting in considerable loss of production at a time when the country could ill afford. The Central Government which has to find necessary foreign exchange to import fertilizers to meet the gap created by such

loss of production could do only to watch the situation helplessly. It may be argued that the same principle may have to be extended to other industries in the country and this will leave very few industries in the sphere of State Government's activities. Here again, the problem has to be looked at from the national point of view. If a particular industry is considered as vital to the nation's growth as the fertilizer industry is, there is no reason why that also should not be brought under the Central control. This is an important matter on which the Government will have to apply its mind and take a conscious decision based on the losses in the industry and the nation as a whole. This Study Group is of the view that so far as the fertilizer industry is concerned, it is not only that it should be brought under Central control at the earliest moment, but that it would not be in the interest of the country to leave it under the control of the State Governments as at present.

64. This Study Group is aware of the reports of the Implementation and Evaluation Wing of the Ministry of Labour, Employment and Rehabilitation in respect of the case studies made at 3 public sector units at Nangal, Sindri and Alwaye. But this Study Group is not in a position to comment as to what extent these studies have really grappled with the problems in industrial relations, in the absence of the views of either the mangement or the representing union concerned. This Study Group will project its recommendations on these reports in its final report, after it has had opportunities to go through the views of the managements and the unions concerned.

65. In some States, Chemical Fertilizer Industry has been declared as a Public Utility Service under the Industrial Disputes Act which 'inter-alia' prohibits and penalises illegal strikes and lock-outs. But, in some other States, this is not so. Fertilizer industry being a major essential industry vital for growing more food, it should be declared as a Public Utility Service by Central legislation itself incorporating it under the Industrial Disputes Act. It should also come within the sphere of Central control for the purposes of all labour laws.

66. Experience has however shown that no amount of legislation is going to serve any purpose unless the employer-employee relations were cordial and harmonious. The Chemical Fertilizer process being continuous, even a small section of the workers in a plant may at times hold up the production

suddenly by going on lightning strike or 'going slow'. Though law has made penal provisions for such illegal Acts, it was a common experience that there was no relief from such sporadic actions even in fertilizer industry. The real remedy however lay in quick and expeditious settlement of disputes. Referring disputes to conciliation or adjudication is a time-consuming job due to inadequate number of officers and the procedural bottlenecks involved. So far it has satisfied neither the employer nor the employee. The system of voluntary arbitration would in our opinion be the best for settlement of disputes on a long-term basis. An arbitrator should be a mutually agreeable person enjoying the confidence of both parties.

67. Multiplicity of trade unions has always been a hindrance to industrial peace in the fertilizer industry as in any other industry. The principle of one union in one undertaking or establishment should be recognised by law as is done in the Bombay Industrial Relations Act and also embodied in the Code of Discipline in Industry adopted by the Indian Labour Conference. There should be one majority union for all collective bargaining. The method of ascertaining the majority union should be specified. Individual grievances could be dealt with by concerned trade unions according to the Grievance Procedure laid down by each undertaking and provided for in the Code of Discipline in Industry. Names of some of the trade unions together with their membership and affiliations operating in certain units in this industry are shown in Annexure 'C'

68. The employer-employee relationship is very wide and complex in nature. At times, the interests of both tend to go at cross-roads and yet the objective is common. There is a conflict and harmony in the relationship. Sometimes the expectations and aspirations of workers run counter to those of the employer. High wages to workers may reduce profits or cause even losses. Longer hours of work may give higher output to the employer, but it may harm the health and social well-being of the worker. On the other hand, safe and healthy working conditions are beneficial for both. Proper care and upkeep of the plant and machinery are an advantage to both. Adequate facilities for training of workers yield higher and better output and also better wages. Mr. David A. Morse, Director General of the International Labour Organization, in the conclusion of his report to the 45th Session of the International Labour Con-

ference, has made the following observation on the objective of the industrial relations.

> "In the first place, the worker as an individual must be a fully respected dignity and personality and be allowed to develop his sense of responsibility, for a man is not truly a man who is bereft of responsibility. A satisfactory labour relations system is one which furthers respect for fundamental human rights ; the freedom of labour, the freedom of assembly and association, the opportunity to work, non-discrimination, free choice of work and fair and satisfying conditions of work.
>
> As far as collective relations are concerned, the aim should be not only to provide an orderly means of resolving conflicts between workers and employers, but also of harmonising their interests in the broader community of which they are members. For these purposes, labour must be given its proper place in contemporary society ; and workers' organisations should be associated in the solution of problems concerning all workers. The requirements of economic progress must be recognised, and some method must be found for workers to cooperate with employers in improving production methods, raising productivity and distributing its benefits equally".

69. The constructive approach to avoiding industrial conflict is to try and resolve the issues in dispute before they lead to actual conflict. The establishment and operation of such constructive processes for settling differences between employers and workmen is an important part of industrial relations.

70. Sound employee-employer relationship can be built upon proper education of workers and employers—not only of their rights, but duties too. The Government of India's Workers' Education Schemes implemented through the Central Board for Workers' Education are doing a good job in this field. The Scheme trains worker-teachers in various fields of labour problems, including labour legislation, and after completion of a three months' course, these worker-teachers drawn from various industrial establishments go back to their units and open workers' classes at the unit level and teach the workers what they have learnt. These classes, if properly organised, would go a long way to create

a better atmosphere and feeling of cooperation and give and take in industrial relations.

71. Another aspect of the problem of industrial relations is whether setting up of a Joint Consultative Committee or Workers' Participation in Management would minimise the industrial strife. Setting up of Joint Committees or Works Committees is one way of doing this. But the experience so far gained is that Works Committees have not been able to function effectively. This may be due to the limited scope of its functioning vis-a-vis trade union rights and obligations. Unless there is a proper atmosphere of mutual trust and good-will prevailing, experiment of Workers' Participation in Management would not work out successfully. The best course to make a beginning would be to make the Works Committees function effectively.

72. A well laid-down and effective grievance procedure should also help minimise industrial strife and causes of friction. The grievance procedure should be simple and understood by all the workers. The common form of grievance procedure is a "step-ladder" type. The workers' individual grievance should be heard at the lower level first and tried to be resolved by a foreman or immediate supervisor. It is the responsibility of everybody in the supervisory and managerial heirarchy to create an atmosphere of harmonious relationship between employer and employees.

73. This is, in short, the condition of fertilizer industry in the country in respect of employer-employee relations. A further study of the problem in relation to fertilizer industry can be made with particular reference to the various issues raised in the detailed questionnaire of the National Commission on Labour and after obtaining views of the other Study Groups.

74. Before concluding, we would like to thank the Personnel Department of the Fertilizer Corporation of India Ltd. (Trombay Unit) and the Wage Board Section of the Indian Chemical Manufacturers' Association, Bombay Branch, for the timely help received from them in collecting available material and we would like to place on record our appreciation of the help rendered by Shri Tambe, Wage Board Secretary of ICMA and the work done by Shri Gopalakrishnan, Confidential Assistant, Shri Shingewar, Assistant and Shri Williams, Stenographer in the Personnel Department

of FCI (Trombay) in the ministerial and other work of compiling the data.

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सत्यमेव जयते

Annexure 'A'

LIST OF FERTILIZER FACTORIES IN PRODUCTION AND UNDER PROJECT STAGE WITH INSTALLED CAPACITY AS ON 30.9.67

State	S. No.	Name of Factory	Installed Capacity		End Product	
			N	P2°5	Name	Quantity
1	2	3	4	5	6	7
Andhra	1.	Andhra Fertilizers, Tadepalle		8,130	Superphosphate	50,800
	2.	Andhra Sugars, Tanuku		5.360	— do —	33,530
	3.	Hyderabad Chemicals and Fertilizers, Maula Ali		6,700	— do —	41,900
	4.	Krishna Ind. Corpn, Nidadavole		8,130	— do —	50,800
	5.	Coromandel Fertilizers, Vizag.	7,260		Urea	16,500
			73,000	73,000	Urea Phosphate Ammonium Sulphate Phosphate	3,65,000
Assam	6.	Associated Industries (Assam), Chandrapur.		5,360	Superhosphate	33,530
Bihar	7.	Bararee Coke Co., Loyabad	120		Ammonium Sulphate	600
	8.	Bihar State Superphosphate Factory, Sindri.		3,760	Superphosphate	23,480
	9.	Burrakur Coal Co., Bansjora.	270		Ammonium Sulphate	1,320
	10.	F.C.I., Sindri	74,550		Ammonium Sulphate	3,55,000
			31,700		Ammonium Sulphate Nitrate	1,21,920
					Urea	23,470
	11.	TISCO, Jamshedpur	4,760		Ammonium Sulphate	22,100

1	2	3	4	5	6	7
Delhi	12.	DCM Chemical Works, Delhi		11,520	Superphosphate	72,000
Gujarat	13.	Adarsh Chem. & Fert., Udhna.		5,360	— do —	33,530
	14.	Alembic Chemical Works, Baroda		3,760	— do —	,480
	15.	Anil Starch Products, Bhavnagar.		5,360	— do —	33,530
	16.	Atul Products, Bulsar.		2,800	Di-calcium Phosphate	8,230
	17.	Gujarat State Fert. Co. Ltd., Bajwa	46,000		Technical Grade Urea	3,500
					Urea	1,00,000
			52,800	52,800	Ammonium Sulphate Phosphate	2,64 000
Kerala	18.	FACT, Udyogamandal	42,000		Ammonium Sulphate	2,00 000
			21,600	27,000	Ammonium Phosphate Sulphate	1,35,000
			6,250		Ammonium Chloride	25,000
				7,150	Superphosphate	44,710
M. P.	19.	Dharamsi Morarji Chem. Co., Kumhari		12,000	Superphosphate	75,000
	20.	HSL, Bhilai	6,720		Ammonium Sulphate	32,600
Madras	21.	Blue Mountain Estate, Ennore.		7,150	Superphosphate	41,710
	22.	Coimbatore Pioneer Fertilizers, Coimbatore.		6,500	— do —	40,640
	23.	EID Parry Ltd., Ennore.	8,450	10,570	Ammonium Sulphate	52,830
	24.	EID, Ranipet		8,130	Superphosphate	50,800
	25.	Neyveli Lignite Corpn., Neyveli	70,000		Urea	1,54,000
	26.	Premier Fertilizers, Cuddalore.		6,500	Superphosphate	40,640
	27.	Shaw Wallace & Co. Ltd., Avadi.		12,190	— do —	76,200

1	2	3	4	5	6	7
Maha-rashtra	28.	Dharamsi Morarji Chem. Co. Ltd. Ambernath.		11,170	Superhosphate	73,160
	29.	J.& K. Chemical Co., Bombay		890	— do —	5,590
	30.	F.C.I., Trombay.	45,000 45,000	45,000 45,000	Urea Nitrophosphate	99,000 3,30,000
	31.	Western Chem. Industries. Bombay.		540	Superphosphate	3,350
	32.	Western India Chemicals, Kharadi (Mundhva)		1,730	— do —	10,800
	33.	Western India Chemicals, Loni — Kalphore.		3,550	— do —	22,200
Mysore	34.	Chamundi Chem. & Fert., Munirabad		6,500	— do —	40,640
	35.	Mysore Chemicals & Fert., Belagula	1,380		Ammonium Sulphate	6.710
Orissa	36.	HSL, Rourkela,	5,770 60,000		Superphosphate Calcium Ammonium Nitrate	33,530 2,97,390
Punjab	37.	FCI, Nangal	80,000		— do —	3,20,000
U.P.	38.	New Central Jute Mills, Varanasi.	10,160		Ammonium Chloride	40,640
	39.	Ralli Chemicals Ltd., Magarwara.		9,750	Superphosphate	60,960
West Bengal	40.	HSL, Durgapur	4,370		Ammonium Sulphate	21,200
	41.	TISCO Ltd., Burnpur—Kulti	4,740		— do —	23,000
	42.	Jayashree Chem. & Fert., Khardah.		8,000	Superphosphate	50.000
	43.	Phosphate Co. Ltd., Rishra.		9,890	— do —	61,800

1	2	3	4	5	6	7
Rajasthan	44	Hindustan Zinc Ltd., Jaipur (Metal Corpn. of India)		12,190	Superphosphate	76,200
		Under Implementation				
Assam	45.	FCI, Namrup	24,200		Urea	55,000
			20,600		Ammonium Sulphate	1,00,000
Kerala	46.	Cochin Fertilizer Project	1,45,000		Urea	3,30,000
	47.	FACT, Alwaye	22,000	9,240	Ammonium Phosphate Sulphate	46,000
Madras	48.	Madras Fertilizers, Manali.	96,600		Urea	2,10,000
			72,000	72,000	Ammonium Phosphate Sulphate	3,60,000
	49.	EID Parry Ltd., Ennore.	7,950		Ammonium Sulphate	38,610
Maharashtra	50.	Bharat Fertilizers, Bombay		3,600	Superphosphate	22,500
	51.	Dharamsi Morarji Chem. Co. Ltd., Bombay.		12,150	Triple Superphosphate	27,000
Rajasthan	52.	Sriram Fertilizers, Kota.	1,11,700		Urea	2,40,000
			1,08,000	27,600	Di-ammonium Phosphate	60,000
			7,500		Ammonium Chloride	30,000
U.P.	53.	F.C.I., Gorakhpur	80,000		Urea	1,79,320
	54.	Indian Explosives, Kanpur.	2,00,000		Urea	4,50,000
	55.	JK Cotton Spg. Wvg. Mills, Kanpur.		6,520	Superphosphate	40,640
West Bengal	56.	F.C.I., Durgapur.	1,45,000		Urea	3,05,000
Gujarat	57.	Alembic Chemicals, Baroda		1,610	Superphosphate	10,060
W. Bengal	58.	Phosphate Co. Ltd, Rishra.		4,130	Superphosphate	25,800
Orissa	59.	HSL, Rourkela	60,000		Cal.Amm. Nitrate	2,97,390
	60.	Other projects		17,000	Dicalcium Phosphate	50,000

1	2	3	4	5	6	7
		Projects Licensed but Yet to be Implemented				
Assam	61.	FCI, Namrup	1,52,000		Urea	3,30,000
Bihar	62.	FCI, Barauni	1,52,000		Urea	3,30,000
Maharashtra	63.	FCI, Trombay			Tech.Gr.Urea	2,500
			55,200		Urea	1,20,000
			46,800	1,19,600	Diammonium phosphate	2,60,000
	64.	Thana Dist. Industrial Asscn.	16,500		Amm. Chloride	66,000
	65.	Maharashtra AGRO Industries.		77,680	Superphosphate	48,000
Goa	66.	Birla Gwalior	1,60.000		Urea	3,40,000
Andhra	67.	Hindustan Allied Chemicals, Kothagudam.	61,500		Urea	1,00,000
Mysore	68.	Mangalore Project	60,720	1,60,000	Urea	1,32,000
			46,800		Cal.Ammn. Nitrate	1,80,000
			52,800	52,800	Amm. Phosphate Sulphate	1,64,000
			36,960	36,960	,,	2,64,000
Gujarat	69.	GFSC Baroda	1,20,000		Urea	2,64,000
Madras	70.	EID Parry, Ennore	15,000		Amm. Chloride	60,000
W. Bengal	71.	Haldia Project	90,640		Urea	2,06,000
			71,400	71,400	Urea Phosphate	3,57,000
Rajasthan	72.	Khetri project		1,00,000	Triple Superphosphate	2,22,220
		Projects Proposed and Under Consideration				
U.P.	73.	Modipan, Ghaziabad	1,56,400		Urea	3,40,000
			43,600	43,600	Ammonium Phosphate Sulphate	2,18,000
	74.	Dharamji Morarji Chem. Co., Bombay.	90,000	2,30,000	Diammonium Phosphate	5,00,000

Rated Capacity and Production of Nitrogenous and Phosphatic Fertilizers.

I. Installed capacity in terms of Nitrogen as on 30-9-67 of the Fertilizers Factories under production.		Actual production from July, 66 to June, 67	II. Installed capacity in terms of P2O5 as on 30-9-67 of the factories under Production		Actual production from July, 66 to June, 67		
6,32,390 M. Tonnes in the form of—		282,335 Total (N)	3,191,150 M. tonnes in the form of—		118,022		
(a) Ammonium Sulphate	691,530	436,741					
(b) Ammonium Sulphate Nitrate	121,920	61,082	(a) Superphosphate	1,131,310	(i) 16% Water Soluble P205 711,117 (ii) 18% — do — 7,561		
(c) Calcium Ammonium Nitrate	617,390	131,460			(iii) 18.5% —do — 11,709 (iv) 19% — do — 457		
(d) Urea	376,470	561.869	(b) Dicalcium Phosphate	8,220		**Nutrients**	
						N	P205
(e) Ammonium Chloride	65 640	13,838	(c) Ammonium Phosphate Sulphate	451,830*	85,659	13,706	17,132
			(d) Nitrophosphate	330,000*	80,953	12,952	10,525

*Complex Fertilizers containing
N — 127,850
P205 — 135,370

Annexure 'B'

STATEMENT OF CAPITAL INVESTMENT AND PROFIT AND LOSS ACCOUNT IN SOME OF THE FERTILIZER UNITS

Sl. No.	Name of the Unit	Year	Investment	Profit	Loss
			Rs.	Rs.	Rs.
	I. Units Having Capital Employed Rupees One Crore and Above				
1.	Andhra Fertilizers, Tadepalle		N.A.		
2.	Fertilizer Corpn. of India Ltd.	1965-66	1,12,57,72,570	42,22,940	—
		1966-67	1,26,20,98,780	—	1,39,65,863
3.	DCM Chemical Works, Delhi		N.A.		
4.	Alembic Chemicals Works, Baroda	1965	2,91,84,188	30,04,734	—
		1966	3,11,81,611	34,30,573	—
5.	Anil Starch Products, Bhavnagar	1965	1,95,02,976	9,98,264	—
		1966	2,86,91,879	25,10,852	—
6.	Atul Products, Bulsar		N.A.		
7.	Gujarat State Fert. Co. Ltd., Bajwa.		N.A.		
8.	FACT, Udyogmandal.	1965-66	18,73,67,940	—	69,85,773
		1966-67	21,64,77,015	43,46,332	—
9.	Dharamsi Morarji Chem. Co., Kumhari and Ambernath.	1965	1,39,75,330	17,29,468	—
		1966	1,71,12,206	31,47,182	—
10.	Blue Mountain Estates, Ennore.	30-6-66	1,21,92,484	5,16,388	—
		30-6-67	1,20,13,848	11,75,756	—
11.	EID Parry, Ennore.	1965	£5,560,932 (Rs. 7,41,27,223)	£428,775 (Rs. 57,15,570)	
12.	EID Parry, Ranipet	1966	£5,775,364 (Rs. 7,69,85,602)	£248,771 (Rs. 33,16,117)	

Sl. No.	Name of the Unit	Year	Investment	Profit	Loss
			Rs.	Rs.	Rs.
13.	Neyveli Lignite Corpn., Neyveli.		N.A.		
14.	Shaw Wallace & Co. Ltd., Avadi.		N.A.		
15.	J.K. Chemicals Ltd., Bombay.	30-6-66	1,82,85,478	18,72,138	—
		30-6-67	1,60,41,647	20,97,863	
16.	Eastern Chemical Co., Bombay		N.A.		
17.	HSL, Rourkela		N.A.		
18.	Sahu Chemicals & Fert., Varanasi.		N.A.		
19.	Jayashree Chemicals & Fertilizers, Khardah.	31-12-65	2,78,86,570	37,13,335	—
		31-12-66	2,95,49,818	27,17,523	—

II. Units Having Capital Employed Between Rs. 25 Lakhs and One Crore

Sl. No.	Name of the Unit	Year	Investment	Profit	Loss
1.	Hyderabad Chemicals & Fertilizers, Maula Ali.	30-9-65	80,65,796	—	3,51,117
		30-9-66	73,02,153	7.35,976	—
2.	Krishna Industrial Corpn., Nidadavole.	30-9-65	39,57,964	1,46,322	—
		30-9-66	38,89,601	9,16,925	—
3.	Associated Industries, Chandrapur (Assam.)	31-3-66	1,54,57,855	—	4,09,352
		31-3-67	1,74,53 422	7,32,618	—
4.	Bihar State Superphosphate Factory, Sindri.		N.A.		
5.	Premier Fertilizers, Cuddalore.	31-12-65	53,32.538	–	5 88,011
		31-12-66	45,70,460	10,84,927	—
6.	Mysore Chem. & Fert., Belagula		N.A.		
7.	Ralli Chem. Ltd., Magarwara.		N.A.		
8.	Phosphate Co. Ltd., Rishra		N.A.		

Sl. No.	Name of the Unit	Year	Investment	Profit	Loss
			Rs.	Rs.	Rs.

III. Units Having Capital Employed Upto Rupees 25 Lakhs

Sl. No.	Name of the Unit	Year	Investment	Profit	Loss
1.	Adarsh Chem. & Fertilizers Ltd, Udhna.	31-8-65 31-8-66	48,48,315 52,95,282	4,63,928 7,04,951	— —
2.	Western Chem. Industries, Bombay.		N.A.		
3.	Western India Chem., Kharadi (Mundhva) & Lonikalphore		N.A.		

Annexure 'C'

STATEMENT SHOWING THE WAGE STRUCTURE, NO. OF EMPLOYEES, TOTAL WAGE BILL AND TRADE UNIONS IN SOME OF THE FERTILIZER UNITS AS ON 1-1-66

S. No.	Name of the Unit	No. of Employees		Basic Wages	D.A.	Total minimum emoluments	Total wage bill including statutory and fringe benefits	Name of the Trade Union, Membership, Affiliation
1	2	3		4	5	6	7	8
				Rs.	Rs.	Rs.	*Figures Rs. in lakhs*	
1.	Andhra Fertilizers, Tadepalle	(i) Highly skilled	—	76—101	63.60	139.60	5.72	Parry's staff and Labour Union, Tadepalle. Membership—260
		(ii) Skilled	113	56—79	63.60	119.60		
		(iii) Semi-skilled	—	36—44.75	63.60	99.60		
		(iv) Unskilled	133	26—31	63.60	89.60		
		(v) Clerical	30	(i) 54—145	63.60	117.60		
				(ii) 72—167	63.60	136.60		
2.	Hyderabad Chemicals & Fertilizers, Maula Ali.	(i) Highly skilled	5	130—208	25.00	155.00	6.54	1. A.P. Chemicals & Fertilizers Mazdoor Sabha. Membership—N. A. Affiliation—INTUC 2. Hyderabad Chemicals & Fertilizers Industry Employees' Union. Membership—N.A. Affiliation—AITUC
		(ii) Skilled	54	110.50—149.50	25.00	135.50		
		(iii) Semi-skilled	19	84.50—110.50	25.00	109.50		
		(iv) Unskilled	91	71.50—84.50	25.00	96.50		
		(v) Clerical	8	(i) 150—300	55.00	205.00		
				(ii) 70—150	55.00	125.00		

3. Krishna Industrial Corpn, Nidadawole.	(i) Highly skilled	11	N.A.	N.A.	N. A.	0.94	Krishna Industries Corp. Workers' Union. Membership—49 Affiliation—AITUC
	(ii) Skilled	11	55 120	30.00	85.00		
	(iii) Semi-skilled	15	45—96	25.00	70.00		
	(iv) Unskilled	40	35—62	20.00	65.00		
	(v) Clerical	23	(i) 100—175	40.00	140.00		
			(ii) 75—125	30.00	105.00		
4. Associated Industries, Assam.	(i) Highly skilled —	70	(i) 190—300 (ii) 250—450	Consolidated pay		N.A.	N.A.
	(ii) Skilled —		(i) 130—210 (ii) 120—190				
	(iii) Semi-skilled—		70—140				
	(iv) Unskilled —		64—111				
	(v) Clerical —		100—250				
5. Fertiliser Corpn. of India Ltd., Sindri Unit.	(i) Highly skilled	406	(i) 275—590	80.00	355.00	287.32	1. Fertilizer Factory Workers' Union Membership—N.A. Affiliation—INTUC 2. Sindri Workers' Union Membership—N.A. Affiliation—N.A. 3. Khad Shramik Union Membership—N.A. Affiliation—N.A.
			(ii) 200—300	80.00	280.00		
	(ii) Skilled & Clerical	1983 818	(i) 192—379.50	80.00	272.00		
			(ii) 250—355	80.00	330.00		
			(iii) 240—245	80.00	320.00		
			(iv) 100—300	80.00	180.00		
			(v) 180—258	80.00	260.00		
			(vi) 76.80—195.50	80.00	156.00		
			(vii) 120—195.50	80.00	200.00		
			(viii) 96—172.50	80.00	176.00		
			(ix) 90—120.75	80.00	170.00		
			(x) 75—105	80.00	155.00		
	(iii) Semi-skilled	1448	(i) 75—149.50	80.00	155.00		
			(ii) 70—85	80.00	150.00		
			(iii) 45—70	80.00	125.00		
			(iv) 48—56	80.00	128.00		
			(v) 32—70	80.00	112.00		
			(vi) 38.30—46	80.00	118.00		
			(vii) 38.40—46	80.00	118.00		
			(viii) 36—40	80-00	116.00		
	(iv) Unskilled	2272	(i) 38—41	80.00	118.00		
			(ii) 30—32	80.00	110.00		

1	2	3		4	5	6	7	8
					Rs.	Rs.	Figures Rs, in lakhs	
6.	D.C.M. Chemical Works, Delhi.	i) Highly skilled ii) Skilled	— 354	— Basic wages ranging between Rs. 60—250	— 166.20	— 166.20 to 356.20	26.58	1. DCM Chemical Workers' Union Membership—N.A. Affiliation—INTUC
		iii) Semi-skilled	—	Basic wages ranging between Rs. 50—112	106.20	156.20 to 218.20		2. DCM Chemical Works Mazdoor Union. Membership—largest membership; Affiliation—AITUC
		iv) Unskilled	247	Basic wages ranging between Rs. 45—55	106.20	151.20 to 161.20		3. Adarsha Chemical Karmachari Union Membership—Representing only workers Affiliation-Indpendent
		v) Clerical	202	i) 75—350 ii) 65—270 iii) 203—600 iv) 160—385 v) 100—286	126.20	181.20 171.20 326.20 286.20 226.20		4. Rashtriya Chemical Karmachari Sangh Membership—N.A. Affiliation — 5. DCM Chemical Workers' Staff Association. Membership—representing Clerks and subordinates Affiliation—...

7.	Adarsha Chemical Works, Udhna.	i) Highly skilled	N.A.	200—575	Consolidated		3.81	Chemical Workers' Union Membership–140 Affiliation — INTUC
		ii) Skilled	36	i) 150—375				
				ii) 100—260				
				iii) 75—180				
		iii) Unskilled	85	75—180				
		iv) Semi-skilled	—	—				
		v) Clerical	15	i) 150—375				
				ii) 100—260				
8.	Alembic Chemical Works, Baroda	i) Highly skilled	7	155—500	133.33	288.33	4.68	Baroda Chemical Works Kamgar Mandal Membership— N.A. Affiliation — INTUC
		ii) Skilled	16	i) 71.50—127.40	133.33	204.83		
				ii) 52—91	133.33	185.33		
				iii) 78—156	133.33	211.33		
		iii) Semi-skilled	11	i) 36.40—55.12	133.33	169.73		
				ii) 41.60—62.40	133.33	174.93		
		iv) Unskilled	226	i) 29.12—44.72	133.33	162.45		
				ii) 26.00—38.48	133.33	159.33		
		v) Clerical	5	78.156	133.33	211.33		
9.	Atul Products, Bulsar	i) Highly skilled	11	i) 85—210	75.00	160.00	52 51	1. Atul Employees' Union Membership N.A. Affiliation INTUC 2. Atul Kamgar Sangh Membership-N.A Affiliation N.A.
				ii) 100—265	75.00	175.00		
		ii) Skilled	39	i) 60—129	75.00	135.00		
				ii) 70—155	75.00	145.00		
		iii) Semi-skilled	328	i) 42—80	75.00	117.00		
				ii) 50—102	75.00	125.00		
		iv) Unskilled	932	i) 31—51	75.00	106.00		
				ii) 36—64	75.00	111.00		
		v) Clerical	124	i) 70—155	75.00	145.00		
				ii) 100—265	75.00	175.00		
10.	Dharamsi Morarji Chem. Co. Kumhari	i) Highly skilled	6	Rs. 3 to 6 p. day	D.A. linked to All India Cost of Living index.		10.70	Chemical Workers' Union, Kumhari Membership-180 Affiliation – INTUC
		ii) Skilled	15	Rs. 2.15 to 4.50 p. day				
		iii) Semi-skilled	97	Rs. 1.25 to 3.62 p. day				
		iv) Un-skilled	213	Rs. 1.09 to 2.03 p. day				
		v) Clerical	62	Rs. 40—120				

1	2	3	4	5	6	7	8
			Rs.	Rs.	Rs.	*Figures Rs. in lakhs*	
11.	FACT, Udyogamandal	(i) Highly skilled 525	(i) 140—210	120.65	260.65	132.18	1. FACT Employees' Association
			(ii) 190—310	120.65	310.65		
			(iii) 215—340	120.65	335.65		Membership—1600
		(ii) Skilled 1112	(i) 80—130	120.65	200.65		Affiliation—N. A.
			(ii) 90—140	120.65	210.65		2. FACT Employees' Union
			(iii) 130—210	120.65	250.65		
		(iii) Semi-skilled 519	60—70	120.65	180.65		Membership—500
		(iv) Unskilled 384	40—90	120.65	160.65		Affiliation—N. A.
		(v) Clerical 420	(i) 225—375	120.65	345.65		
			(ii) 175—295	120.65	295.65		
			(iii) 150—250	120.65	270.65		
			(iv) 120—200	120.65	240.65		
			(v) 80—130	120.65	200.65		
			(vi) 60—100	120.65	180 65		
12.	Blue Mountain Estates, Ennore	(i) Highly skilled 11		N. A.			
		(ii) Skilled 30	(i) 55—135	97.24	152.24	4.18	Blue Mountain Estate & Industries Staff Union
			(ii) 40—109	97.24	137.24		
		(iii) Semi-skilled 71	(i) 35—55	97.24	132.24		Membership—140
			(ii) 30—51	97.24	127.24		Affiliation—N.A.
		(iv) Unskilled 22	29—51	97.24	126.24		
		(v) Clerical 15	(i) 100—285	97.24	197.24		
			(ii) 65—165	97.24	162.24		
			(iii) 40—109	97.24	137.24		

13. EID Parry, Ennore	(i) Highly skilled	—					
	(ii) Skilled	433	55—125	122.75	177.75	20.45	1. EID Parry Employees' Union Membership—350 Affiliation— ... 2. EID Compound Fertilizer Factory Employees' Union Membership—110 Affiliation— ...
	(iii) Semi-skilled	179	(i) 40—87.50	122.75	166.75		
			(ii) 36—70.50	122.75	168.75		
	(iv) Unskilled	95	20—50	122.75	151.75		
	(v) Clerical	37	(i) 60—182.50	122.75	182.75		
			(ii) 82—229.50	122.75	204.75		
			(iii) 100—315	122.75	222.75		
14. EID Parry, Ranipet	(i) Highly skilled	36	(i) 59—209	123.86	182.86	18.25	1. Ranipet Labour Union, Ranipet Membership—850 Affiliation — N.A. 2. Parry's Employees' Union, Ranipet Membership — 180 Affiliation — N.A.
			(ii) 88—283	123.86	211.86		
			(iii) 124—343	123.86	247.86		
			(iv) 180—413	123.86	303.86		
	(ii) Skilled	302	36—84	91.62	127.62		
	(iii) Semi-skilled						
	(iv) Unskilled	179	26—45	91.62	117.62		
	(v) Clerical	47	(i) 59—189	123.86	182.86		
			(ii) 82—229.50	123.86	205.86		
			(iii) 100—315	123.86	122.86		
15. Neyveli Lignite Corpn., Neyveli.	(i) Highly skilled	155	(i) 200—260	78.00	278.00		1. Lignite Mines National Workers' Union Membership—N.A. Affiliation—INTUC 2. Lignite Mines Labour Union Membership—N.A. Affiliation—AITUC 3. Lignite Mines Workers' Progressive Union Membership—N.A. Affiliation — ...
			(ii) 250—500	96.00	346.00		
	(ii) Skilled	988	(i) 90—120	41.61	131.00		
			(ii) 120—170	61.78	181.00		
			(iii) 150—190	78.00	228.00		
			(iv) 170—225	78.00	248.00		
	(iii) Semi-skilled	380	75— 95	41.00	116.00		
	(iv) Unskilled	145	70— 85	41.00	111.00		
	(v) Clerical	156	(i) 250—450	96.00	346.00		
			(ii) 130—300	61.00	191.00		
			(iii) 110—180	61.00	171.00		

1	2	3		4	5	6	7	8
				Rs.	Rs.	Rs.	*Figures Rs. in lakhs*	
16.	Shaw Wallace & Co, Ltd., Avadi	(i) Highly skilled	836	100—285	D.A. linked to the cost of living index of Madras		16.45	1. Shaw Wallace Fertilizer & Phosphate Workers Union, Avadi, Madras. Membership—N.A. Affiliation——...... 2. Shaw Wallace& Co. Ltd., Glue Factory and Sulphuric Acid Plant Employees Union, Kaduvetti. Membership—N.A. Affiliation——......
		(ii) Skilled		(i) 65—165 (ii) 55—135				
		(iii) Semi-skilled		40—65				
		(iv) Unskilled		(i) 35—55 (ii) 30—45				
		(v) Clerical		(i) 135—265 (ii) 65—165				
17.	D.M.C., Ambernath	(i) Highly skilled	18	—	—	—	38.75	Rastriya Chemicals Kamgar Sangh,
		(ii) Skilled	97	55—117	150.28	206.18		
		(iii) Semi-skilled	160	42.12—94.12	150.28	192.40		Ambernath.
		(iv) Unskilled	571	(i) 26.78—43.16 (ii) 28.34—52.78	150.28 150.28	177.06 178.66		Membership—731
		(v) Clerical	149	(i) 115—255 (ii) 75—225 (iii) 60—164	203.00 186.00 169.00	318.00 271.00 229.00		Affiliation—INTUC

18. J. K. Chemicals, Bombay.	(i) Highly skilled	52	—	—	—	15.41	1. Chemical Mazdoor Sabha Membership—N.A. Affiliation—HSM
	(ii) Skilled	182	(i) 140—224	50.96	190.96		
			(ii) 150—217	50.96	200. 96		
	(iii) Semi-skilled	—					
	(iv) Unskilled	198	(i) 105—153	50·96	155.96		
			(ii) 115—175	50.96	165.96		2. Bombay Labour Union Membership — Affiliation—HMP
	(v) Clerical	21	—				
				CCA			
19. F. C. I. Trombay.	(i) Highly skilled	133	320—470	96+24.60	440.60	96.00	1. Fertilizer Corpn. Labour Union Membership—1200 Affiliation – HMP
	(ii) Skilled	856	(i) 110—180	41+11.00	162.00		
			(ii) 150—205	61+12.50	220.50		
			(iii) 205—300	78+16.40	299.40		
	(iii) Semi-skilled	136	80—110	41+8.00	129.00		
	(iv) Unskilled	292	70—85	41+7.70	118.[illegible]0		
	(v) Clerical	314	(i) 110—180	41+11.00	162.00		2. Khad Kamgar Sangh Membership—450 Affiliation——......
			(ii) 130—300	61+12.50	203.50		
			(iii) 210—450	96+16.80	322.80		
			(iv) 300-—600	96+24.00	420.00		
20. Mysore Chemicals & Fert., Munidabad.	(i) Highly skilled	6	110—320	55.00	165.00	6.69	1. The M.C.F. Staff Association, Mysore. Membership—94 Affiliation——......
	(ii) Skilled	58	59.80—123.76	38.00	97.80		
	(iii) Semi-skilled	29	52—102	38.00	90.00		
	(iv) Unskilled	5	(i) 39=75	38.00	77.00		
			(ii) 45.50—92.30	38.00	83.00		
	(v) Clerical	15	(i) 80—150	38.00	118.00		2. M. C. F. Labour Association, Belagule. Membership—N.A. Affiliation——......
			(ii) 80—192	38.00	118.00		

1	2	3		4	5	6	7	8
				Rs.	Rs.	Rs.	*Figures Rs. in lakhs*	
21.	H. S. L., Rourkela.	(i) Highly skilled	174	210—365	81.50	291.50	52.94	1. Hindustan Steel Workers' Association. Membership—N.A. Affiliation—INTUC 2. Rourkela Mazdoor Sabha Membership–N.A. Affiliation—HMS
		(ii) Skilled	387	(i) 168—290	81.50	249.50		
				(ii) 156—221	81.50	237.50		
				(iii) 135—175	76.50	211.50		
				(iv) 113—147	76.50	189.50		
		(iii) Semi-skilled	183	88—114	76.50	164.50		
		(iv) Unskilled	208	80—90	76.50	156.50		
		(v) Clerical	235	(i) 275—575	81.50	356.50		
				(ii) 325—475	86 50	411.50		
				(iii) 220—430	81.50	301.50		
				(iv) 117—300	76.50	193.50		
22.	Sahu Chemicals, Varanasi.	(i) Highly skilled	98	N.A.				
		(ii) Skilled	314	(i) 210—485	Nil	210.00	31.39	1. Sahu Chemicals Karmachari Sangh Membership–N.A Affiliation—All India Hind Mazdoor Panchayat. 2. Chemical Factory Mazdoor Union Membership–N.A. Affiliation-INTUC 3. Rasayanik Mazdoor Sangh Membership–N.A. Affiliation–Bhartiya Mazdoor Sangh
				(ii) 170—390		170.00		
				(iii) 150—360		150.00		
				(iv) 110—184		110.00		
				(v) 95—125		95.00		
				(vi) 80—125		80.00		
				(vii) 72—112		72.00		
				(viii) 150—310		150.00		
		(iii) Semi-skilled	465	67—92	Nil	67.00		
		(iv) Unskilled	100	62—75	Nil	62.00		
		(v) Clerical	88	N.A.				

23.	F. C. I., Nangal	(i) Highly skilled	188	320—470	96.00	416.00	134.62	1. Nangal Fertilizer Workers' Union Membership–N.A. Affiliation–INTUC 2. Fertilizer Mazdoor Union Membership–N.A. Affiliation–INTUC 3. Tech. Vishwakarma Workers' Union Membership–N.A. Affiliation–Independent.
		(ii) Skilled	927	(i) 110—180	41.00	151.00		
				(ii) 150—205	61.00	221.00		
				(iii) 205—300	78.00	278.00		
		(iii) Semi-skilled	653	80—130	41.00	121.00		
		(iv) Unskilled	737	70—85	41.00	111.00		
		(v) Clerical	576	(i) 110—180	41.00	151.00		
				(ii) 130—300	61.00	191.00		
				(iii) 210—450	96.00	306.00		
				(iv) 370—575	96.00	466.00		

Annexure 'D'

INCENTIVE SCHEMES IN SOME OF THE FERTILIZER UNITS

Name of Unit	Total employment	Workers covered Under Incentive Schemes	Departments or Branches of activity covered by incentive scheme	Extra payments & Workers benefited		Basic features of the Scheme
				Amount paid (In Rs.)	No. of Workers benefited	
1	2	3	4	5	6	7
				1965		
1. Sahu Chemicals & Fert.	1077	100%	All regular workers earning upto Rs. 500 per month.	73,645	1077	Production incentive-cum earn more while you work Scheme : Incentive payments are made on the basis of points earned when effective production of Soda Ash and Ammonium Chloride at the rate of 1250 to 1400 M.T. per month are counted as 1 point and for every 50 M.T. of co-product over and above this limit and for every 50 M.T. of Ammonia over 750 M.T. per month @ 25 M.T. one point is added, respectively. If one point is earned corresponding amount paid is Rs. 5 per worker and rises to the maximum of Rs. 33.50 for attaining 20 points in the regular production processes.

1	2	3	4	5	6	7
2. FCI (Nangal)	3931	99%	Direct production workers in the service department etc.	7,27,662	3955	**Production Bonus Scheme :** Scheme applies to all workers drawing upto Rs. 1400 per month. Direct workers receive 100% benefit, whereas indirect workers receive 80% of what is admissible to direct workers.
3. FCI (Sindri)	8202	95%	Leading stitching sections of the bagging plant etc.	10,85,360	7961	(i) Loader stitchers and helpers working in the old bagging plant get incentive bonus at the rate of 0.37, 0.28, 0.19 p. respectively for landing every 100 bags over 400 bags in normal working hours.
4. FCI (Trombay)	2069	53%	All employees including supervisors and officers in three phases : **1st phase :** All persons directly concerned with production and maintenance of the plants and despatching of fertilizers (65% of the total number of employees) **2nd phase :** Other employees inside the factory.	6,793	1100	**Basis :** A multi-factor group incentive scheme. The Scheme for production and maintenance staff is based on the following factors : (i) Production of end-products (ii) Material efficiency (iii) Labour productivity. Incentive is paid for increasing performance on each of the factors beyond a certain base The total incentive earned is the sum of incentive earned on each factor. The Schemes for other sections will also be a multi-factor group incentive scheme. The total incentive earning potential on all the factors together is 40% of the total wages for direct emp-

1	2	3	4	5	6	7
			3rd phase: Employees in the commercial and administrative departments.			loyees and 30% for the indirect employees. The incentive payment is over and above the wages and allowances which are guaranteed is the sense that no deductions are made from that for failure to achieve the base productivity.
5. FACT	3942	Skilled — 1112 Semi-skilled — 519	Only skilled and semi-skilled workers in cylinder filling operations, transport, marine and crew departments, bulk shipments.	5,335	98	**Scheme :** Incentive bonus is paid to Ammonia Cylinder fillers of 40 numbers of 40 kg. per helper on 35 numbers of 64 kg. cylinders. Bonus rate varies from 7p. to 35p. per cylinder in excess of prescribed requirement per shift. Transport Drivers, Cleaners engaged in transport of finished products to Cochin, Ernakulam, Alwaye and Kalamassery receive extra benefits from minimum of Rs. 1.50 to Rs. 2 75 depending upon trips undertaken. Separate trip "Batta" is also paid to these categories. Marine crew staff consisting of Syrags drivers, greasers, lascars, tyndals engaged on shipment of filled cylinders to different costal towns additional "Batta" is also paid. Similarly workers engaged on loading and unloading of bulk shipments of raw materials like gypsum, sulphur, rockphosphate etc. at the factory premises based on certain specified

1	2	3	4	5	6	7
						norms for 24 hours period and shift basis every 25 tons unloaded during 24 hours, Rs. 10 as bonus if pooled and then divided into groups in proportion of total work values accumulated by each group.
6. DCM Chemicals	571		28% generally unskilled and semi-skilled categories engaged in— (i) Brine House (ii) Cell House (iii) Chlorine Bot. Sec. (iv) Evaporator House (v) Fusion Hous (vi) H2SO4 Plante (vii) Alum Plant (viii) Bauxite grinding (ix) Active earth plant	65,000 Caustic Soda Deptt.	161	**Schemes :** Company's production incentive schemes have a group application and allow a single reckoning of efficiency for all members of the group, but the members of different skill levels have different pay rates. Scheme is reported to be functioning satisfactorily.
7. Dharamsi Morarji Chemicals (i) Kumhari Unit	321 Operatives	N.A.	Entire Packing group	N.A.		**Scheme :** Workers in entire packing group of the Kumhari Unit are eligible to earn incentives while working on automatic bagging machine when output of packed Superphosphate bags exceeds the minimum limit of (i) 75 tons for 50 kgs. packing and (ii) 85 tons for 71.5 kgs. packing per shift at

1	2	3	4	5	6	7
						minimum of 0.04 paise to maximum of Rs. 2.16. These payments are made subject to certain prescribed quality clauses and calculated on a pro-rata basis for the working period only.
(ii) Ambernath	934 Operatives	N.A.	— do —	N.A.		**Scheme :** Similar scheme as in Kumhari except difference in packing limits and rates of incentive paid to the workers viz. 65 tonnes for 50 kg. packing and 75 tonnes for 71.5 kgs. packing at minimum 0.04 to maximum Rs. 1.20 The drivers on the tractors are also paid incentive allowance on materials moved from one place to the other in the premises of the factory on prescribed rates.
8. EID Parry. Madras						
(i) Ranipet	402	Negligible	Case assembly section	Rs .61.90 P.	2	(i) When the daily minimum production guaranteed by worker is 50 cases, excess production at the rate of 0.5 p. per assembled case is paid by way of incentive. 50% of the case assembly section (i.e. 2 workers) are covered under this Scheme.
(ii) Tadepalli	300	22%			65	In this factory, about 63 workers are on piece rate system.

Annexure 'E'

STATEMENT SHOWING FRINGE BENEFITS AND WORKING CONDITIONS IN SOME OF THE FERTILIZER UNITS

(FIGURES IN RS. LAKHS)

Name of the Unit	Total Employment	Brief description of fringe benefits given to workers in general
(1)	(2)	(3)
	UNITS HAVING CAPITAL EMPLOYED Rs. 1—5 crores and above	
1. Atul Products	1311	Seven days sick or casual, weekly off with pay, 7 festival holidays, provident fund, overtime, earned leave as per the Law. Free medical facilities for workers and their dependants are provided in company's dispensary.
2. Sahu Chemicals	1153	6—12 casuals, 10 to 12 sick and 30 days earned leave. Weekly off with pay, house allowance as per Tribunal's and Arbitrators' Award who are not given housing. Well-equipped dispensary caters medical benefits to the workers and company is also paying contribution to E.S.I. Scheme.
3. Jay Shree Chemicals	86	Bonus 20%, 10 paid holidays and authorised leave under Factory Act, Dearness allowance @ 15 P. per day. Statutory benefits under Provident Fund and E.S.I. Act.
4. F.A.C.T., Alwaye	3922	12 days casual, 24 days earned leave, paid weekly off, 10% house rent allowance to those situated at Cochin and outside offices, 0.50 P. per day night shift allowance, Rs. 2/- per month as washing allowance, Rs. 4/- as tool allowance, Rs. 20/- per month parade allowance to security guards, first aid, washing facilities, rest rooms, subsidised lunch, consumer Co-operative store, housing accommodation, transport facility at nominal charge, Recreation facilities, schools, welfare fund, workers' education, family pension scheme, scholarships, grants-in-aid for technical courses, house magazines and all other facilities as provided under the labour enactments.

(1)	(2)	(3)
5. E.I.D. Parry Ltd.		7 days casual leave, 7 days sick leave, weekly holiday with pay for piece-rated workers, Night shift allowance National Festival eight days, Provident Fund. Overtime, medical benefits as per Acts, Free tea to Second Shift workers, Factory dispensaries.
(a) Ranipet	402	
(b) Tadepalli	301	
(c) Ennore	621	
6. D.C.M. Chemicals	904	12 casual-cum sick leave, Earned, weekly leave, medical leave as per Act. Special acid and gas allowance at Rs. 3/- per month, cycle maintenance subsidy @ Rs. 5/-per month. Alum plant workers get Rs.1.50 per month as cloth allowances, Rs.1.50 shoe allowance.
7. Shaw Wallace & Co. Ltd.	838	Casual and Sick leave at 8 days per annum, one day earned leave for 20 days work, 9 festival holidays, 6½% Provident Fund, Bonus according to agreements, gratuity scheme, medical benefits according to E.S.I. Scheme.
8. Blue Mountains	351	Six casual, twelve sick leaves, Holidays with pay, Rent-free accommodation for some workers. Subsidised canteen facility. Two cups of tea daily to all workers. Bonus, overtime, provident fund and medical facilities as per law.
9. J.K. Chemicals		7 Casual, 12 to 15 privilege, 5 Festival holidays, separate D.A. Provident Fund, overtime and medical benefits as per statutory provisions, Acting allowance, compensatory allowance. Attendance Bonus, Washing arrangements, payments for gratuity, permanent disablement, compulsory retirement, Gumboots, raincoats, Bonus.
(a) Thana	489	
(b) Wadala	188	
10. Anil Starch	172	Only earned leave as per the Factory Act, Provident Fund and overtime according to law.
11. Alembic Chemicals	255	7 days casual and 7 days sick leave and earned leave under the Act. 8% Provident Fund, free medical treatment to workers in Company's well equipped hospital and charges on family's treatment are reimbursed, Quarters also provided to few workers.

(1)	(2)	(3)
12. Dharamsi Morarji (a) Ambernath	992	7 days casual and other leaves as per the Acts, weekly off without pay, 10 % of the staff have been allotted quarters. 6¼ % provident fund on Basic + D.A., overtime as per the Act. For those who are not covered by E.S.I. scheme, a full-time doctor with a dispensary has been set up. Company also undertakes reimbursement of charges on a worker's hospitalisation.
(b) Kumhari	357	7 days casual, 14 sick leave on half pay, 30 days earned leave, five paid holidays. Besides ESI benefits, medical facilities as given at Ambernath unit are given in Kumhari unit as well.
13. F.C.I. (a) Sindri Unit (b) Nangal Unit (c) Trombay Unit	 7471 3382 1731	12 days casual leave, 20 days sick leave on half pay, 30 days earned leave, weekly holiday with pay, accident injury leave, maternity leave, special leave with full pay, extra-ordinary leave without pay, 12 to 15 Festival holidays, leave travel concessions. In A class cities 25% as house rent allowance or housing provided at 10% of salary. Dust-heat allowance to specially affected workers, Provident Fund and overtime as per law. Free medical aid, specialised medical treatment and consultations, T.B. patients are treated at Sanatorium and leave with full pay upto six months given to such workers. **GRATUITY SCHEME :** **Rates of gratuity :** (a) Gratuity will be equal to 15 days' emoluments per completed year of service subject to a maximum of 15 times the emoluments or Rs. 24,000/- whichever be less. (b) In the case of death, the amount of gratuity will be as calculated under (a) above or as worked out below whichever be more.

(1)	(2)	(3)		
		(i) during the first year of service	2 months' emoluments	Reduced by the amount of undertaking's contribution together with interest thereon standing to the credit in the contributory Provident Fund Account of the employee. The Undertaking's contribution will also include the amount of gratuity admissible under Rule 2 (6) of the Workmen's Contributory Provident Fund Rules.
		(ii) after one year but before 5 years' service.	6 months' emoluments	
		(iii) after completion of 5 years' service.	12 months' emoluments	

FAMILY PENSION SCHEME :

An optional Scheme introduced from 1.1.66 only for those employees who are covered by the gratuity scheme and willing to surrender 25% of their gratuity to the Corporation and are found medically fit on the date of their exercising option. The pension is payable, in case of the death of an employee covered by this scheme, before superannuation, to the members of his family at the following rates :

Rates of pension :

(i) A lump sum amount equivalent to 12 months' pension admissible under clause (ii) of this paragraph.

(ii) Monthly pension at the following rates:

Pay of the employee	Monthly pension of widow, widower/children
Above Rs. 2000/-	10% of pay subject to a minimum of Rs. 240/-
Above Rs. 800/- and upto Rs. 2000/-	12% of pay subject to a minimum of Rs. 120/-
Above Rs. 200/- and upto Rs. 800/-	15% of pay subject to a minimum of Rs. 60/-
Upto Rs. 200/-	30% of pay subject to a minimum of Rs. 30/-

	(1)	(2)	(3)
14.	Neyveli Lignite Corpon.	(Factory was not working during 1961-65)	7 to 12 days casual, one year's service, earned leave at one day for 11 days service, 20 days half-pay leave for a completed year of service, commuted leave on medical certificate, extra-ordinary leave without wages, paid 8 holidays in a year, maternity leave, special disability leave, study leave, provident fund and overtime according to the Acts. Free inpatient and outpatient treatment, free medicines, confinement and operations free of cost, reimbursement of medical costs. Free housing.
15.	H.S.L. Rourkela Fertilizer Plant	1284	7 days casual, 10 days full or 20 days half pay sick leave, one day earned leave for every 20 days work, 30 days Quarantine and special casual leave in exceptional cases. Free medical treatment to all employees and their dependants. Provident fund and overtime is paid according to law.
	UNITS HAVING CAPITAL EMPLOYED Rs. 25 LAKHS to 1 CRORE		
16.	Krishna Industrial Corporation	98	One day earned leave for 20 days work, weekly holidays with pay. Being new unit exempted from Provident Fund. Overtime as per Factories Act. No bonus paid so far.
17.	Ralli Chemicals	206	Ten casuals, 15 sick, 21 to 31 privilege leaves, Rs. 100 per annum medical aid, T.C.F. products at 45% concession, Free medical facility at the Factory. Annual bonus is also paid. Eight quarters are provided with subsidised rent.
18.	Mysore Chemicals	150	21 days leave to daily rated workers, weekly off without pay, D.A. at Government rates, Rs. 10 to Rs. 35/- per month as Duty Allowance to workers with arduous duties, Rs. 3 per month cycle allowance to peons, Rs. 0.25 per day to plant workers as Gas and Dust allowance. Provident Fund and overtime as per Law. Free medical aid to all workers and bonus based on a common slab. Housing provided through Housing Board at subsidised rent.

(1)	(2)	(3)
19. Phosphate Co.	243	Casual leave not given. Sick and earned leave under the Act. Nine festival holidays, provident Fund, overtime and medical facilities as prescribed under the Act.
20. Hyderabad Chemicals	278	12 days causal, 10 sick leave, one month earned leave in a year. weekly off with pay. 8% provident fund, overtime at double the wages, bonus as per law, D.A. @ 15% with minimum of Rs. 30/- per month plus Rs. 25/- per month and hoc to meet rising living costs.
21. Premier Fertilizers Ltd., Madras	N.A.	Night shift allowance at 0.20 p. per workers, Rs. 10 to Rs. 12.50 per annum dress allowance, uniforms to watchmen, drivers and peons. one soap cake worth 0.65 p. p.m. per worker. Quarter metre of mull cloth given to all plant workers.
UNITS HAVING CAPITAL EMPLOYED LESS THAN Rs. 25 LAKH		
22. Adarsh Chemicals	178	After confirmation 4 days casual, privilege leave according to Factory Act, sick leave on basis of medical certificate, weekly off, 7 festival days, Rs. 15 per annum shoe allowance, Rs. 5 cycle allowance to peons. Overtime and Provident Fund according to Act. Bonus is paid.
23. West India Chemicals	48	1½ days in a month as privilege leave for permanent workers, paid weekly off. Free medical aid to workers.
24. Western Chemical Industries.	28	Leave provisions as per statutory Acts.